Federal Dental News

AMERICAN DENTAL ASSOCIATION ★ NEWSLETTER FOR THE FEDERALLY EMPLOYED DENTIST

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Federal Dental Service Membership Office

American Dental Association

FDS Membership Office 211 East Chicago Avenue Chicago, Illinois 60611

Phone: 800-232-2083 or 312-440-4646

Fax: 312-440-2883 fdsmember@ada.org

Sign Up for 2005 ADA Dues Installment Payment Program \star \star \star \star \star

FDS direct membership in the American Dental Association is a great value to you. After all, the ADA gives you access to publications, products and services such as JADA, ADA News, Federal Dental News, FDS Ememo, premier continuing education as well as financial, insurance and retirement programs. Plus, the ADA is your advocate in Washington, working to secure greater appropriations for scholarship and accession bonuses, increase pay and facilitate military dental research.

The Association has made it even easier for federal dentists to pay their dues through the ADA's Dues Installment Payment Program (DIPP). Federal dentists who participate in the DIPP program pay their ADA dues in four equal payments (25% of your 2005 dues/assessment each payment) as opposed to one lump sum. Best of all, there is no charge for this service! You may choose to have the payments automatically charged to a credit card or debited from a checking account. Your credit card or checking account will be charged on the following dates:

- November 18, 2004
- January 18, 2005
- March 18, 2005
- May 18, 2005

Federal Dental Service members paying 50%, 75% or 100% of full national dues/assessments are eligible to participate in the Dues Installment Payment Program. Those paying graduate student dues (\$30) or 25% of full national dues/assessment are not eligible.

A brochure and application for the 2005 DIPP program will be mailed to all current ADA FDS members later this summer. To request a brochure and application, contact the FDS Membership Office at 1-800-232-2083 / 312-440-4646 or email fdsmember@ada.org. The deadline for signing up for the Dues Installment Payment Program is October 15, 2004.

ADA Federal Dental Service Reception Oct. 2

Join is in Orlando for ADA Annual session, September 30- October 3, 2004. This promises to be one of our most exciting meetings with tremendous opportunities to participate in CE courses lead by industry experts and enjoy the multitude of family-friendly activities offered by Disney Orlando.

This year, the ADA is hosting an all-branch reception for federal services dentists attending annual session. This will be a wonderful opportunity to network with your colleagues, as well as mingle with dentists from other branches of the federal services. Please make time in your Orlando schedule to join us on Saturday, October 2 from 5:30pm-7:30pm at the Ritz Carlton resort. We look forward to seeing you there!



ADA Federal Grassroots Membership Initiative

Many may find it surprising to know that currently just over half of all dentists in the federal services are ADA members! That number needs to grow so that the ADA can continue to credibly claim before legislators that we speak for the dental profession. To help increase federal dentists' membership and participation in the Association, the ADA launched the Federal Grassroots Membership Initiative (FGMI) earlier this year. The purpose of the Federal Grassroots Membership Initiative is to encourage dialog and interaction between ADA member and nonmember federal dentists to help the ADA grow our ranks among dentists in the federal services.

The FGMI is an ongoing initiative whose success is dependent on participation by ADA FDS member dentists. All ADA FDS member dentists are encouraged to sign up for this important new Initiative. To actively participate in the FGMI, member dentists simply have to decide on a way that works best for them to connect with nonmember FDS dentists and invite them to join the ADA. Getting started is easy as well. To register as a participant in the Initiative just call the ADA Federal Dental Services Membership Office. Or email your Name, ADA Number, Address, Phone Number and email to fdsmember@ada.org.

Nonmember FDS dentists, you have a job too! Take time to talk to a colleague who is a member of the ADA. They have valuable insight into the many things the ADA does for the profession, particularly dentists in the federal services.

If you are a member dentist and would like to sign up for the Initiative or just want more information, contact the FDS Membership Office at 1-800-232-2083/312-440-4646 or email fdsmember@ada.org. Branch-specific questions about the FGMI can also be directed to your ADA FDS Advisory Group liaison:

Army

Col. Ann Sue von Gonten
Ann.vongonten@cen.amedd.army.mil

Navy

Cdr. Philip Rinaudo philip.rinaudo@navy.mil

Air Force

Lt Col. William Dunn
William.dunn@lackland.af.mil

VA

Dr. John Ball john.ball3@med.va.gov

PHS

Capt. James Lipton

James_lipton@nih.gov

membership office at 1-800-232-2083 / 312-440-4646

or email fdsmember@ada.org.

ADA Senate Testimony

On May 5, 2004, Dr. James Bramson, the ADA's Executive Director, testified on military dental issues before the Senate Appropriations Defense Subcommittee. In his testimony, he indicated that dental officer recruiting and retention was the number one military dental issue and requested increased authorization and funding for both the Health Professions Scholarship Program and the Health Professions Loan Repayment Program. He also asked for more funding for the Military Dental Research activities at the Great Lakes Naval Center; increased funding for VA dental care for members of the Reserves and Guard activated during Operation Iraqi Freedom and Operation Enduring Freedom upon their separation from active duty (similar to the increased funding required after Desert Storm); and new money for the design phase of the proposed renovation and expansion of the Dunn Clinic at Lackland Air Force Base. The subcommittee is expected to take action on their appropriations bill in mid-June.

Bernard K. McDermott, D.D.S.

As chair of the ADA's Alaskan Native Oral Health Access Task Force I have visited remote villages in Alaska, as well as Native American reservations near Flagstaff, AZ.

The level of dental disease in many of the remote Alaskan villages is grave and very significant. We all can easily relate to the unmet oral health needs. The question is how best to meet these needs and what are the proper solutions that best benefit these patients.

As you may know, at the center of all the attention is that several Alaskan Tribal Corporations propose to soon allow 'therapists' finishing two-year training programs in New Zealand to do more than reversible dental procedures in the villages. Allowed would be extractions, cutting restorations, stainless steel crowns, pulpotomies, etc. on children and adults with remote dentist supervision and lacking any form of state board oversight.

There are legitimate concerns of patient risk in a large part of the dental community and fear of creating a second level of provider care. The Task Force will continue to study and meet with Tribal Leaders and members, IHS dentists and Alaska Dental Society members. Some say, "Half a loaf is better than none." Others say, "Remember: Do no harm!"

The Task Force will make a full report with recommendations and solutions to the ADA Board for approval and report to the upcoming Orlando House of Delegates. After having seen first-hand the great need for better education and preventive oral health care treatment in the Native villages, the Task Force agrees to support placing a dental health aide in every village to provide culturally sensitive educational information, oral screening, basic preventive care, and reversible dental procedures. The Task Force does not support the dental health aide therapists' providing non-reversible procedures such as tooth extractions, cavity and stainless steel crown preparations, and pulpotomies.

This is a very important issue and I would welcome hearing from you if you have any comments that you want to make before the Task Force submits its final report to the Board in August.

On May 5th, 2004 ADA Executive Director Jim Bramson delivered four pages of solid testimony urging congressional appropriation support for "the dental readiness of our men and women in uniform" to Senator Ted Steven's U. S. Senate Committee on Appropriations, Subcommittee on Defense. Dr. Bramson stressed "Dental disease today continues to have an impact on military

personnel . . . having enough dentists to treat active duty personnel is vital to keeping soldiers healthy and ready."

Dr. Bramson called for an increase in the defense budget for scholarships to attract new dentist recruits to the federal dental services and loan repayments to retain current dentists. He went on for the Association to recommend appropriations support for military dental research (urging a \$6 million funding increase "to expedite this research for deployed forces"), dental care for returning troops and dental clinic construction. Senator Stevens, a key U.S. Senate leader, invited further discussions after hearing the testimony. ADA readily agreed to continue the dialogue opened at the hearing.

There continues to be growth in the number of licensing jurisdictions that accept more than one regional board exam as well as the number of licensing jurisdictions that offer license recognition. Most recently, it was announced that Texas will accept the results of the NERB and SRTA exams taken after January 1, 2005, bringing the number of jurisdictions that accept more than one exam up to 30.

In 2004, Georgia passed legislation that allowed for license recognition; board regulations to put that law into effect are pending. The total number of jurisdictions affording license recognition is 46, including 44 states, Washington DC and Puerto Rico.

Thank you for maintaining your membership in our ADA and for all you do for our country. Thank you for encouraging others to join the Association that does the most to advance and protect our image, and the quality of our dental profession. I wish I had the space to expound on some of the ways your ADA stands up for our profession on a daily basis. Perhaps today it's a lame attack on our proven science, or maybe a proposed regulation restricting the doctor/patient relationship. If these attacks were left unchallenged because we are busy serving our patients, the result would be erosion of dentistry's high professional esteem.

Looking forward to visiting with many of you in Orlando at the ADA Federal Dental Service reception, Saturday, October 2, 5:30 – 7:30pm. The gathering will be held at the Ritz Carlton Resort and is open to all FDS dentists. I hope you will join us!

Bernard K. McDermolt DOS.
Bernard K. McDermott, D.D.S.

Trustee, ADA Fourth District mcdermottb@ada.org.



Greetings From Your Air Force ADA Delegation

I'd like to take this opportunity to thank Col. Grant Hartup for his mentorship and leadership as Senior ADA Delegate for the past 2 years. Grant has been a very prominent and enthusiastic Delegate. Your efforts in membership earned us bragging rights as highest membership among the Federal Services! My thanks also go out to LtCol Frank Allara who is finishing up his tour as SGD Fellow and Junior Delegate. He will be replaced by Maj Jeff Casey, completing his tour as Deputy Director of the AEGD program at USAFA. Your next elected Junior Delegate will be decided by your votes at the beginning of July. Good luck to the run-off contestants Col. Roosevelt Allen and LtCol Rob Langsten.

Our thoughts and prayers go out to all of our deployed members, and those getting ready for deployment. I would like to add a list acknowledging these heroes, so please, drop me an e-mail if you know someone who's doing their time in the sand.

This years' ADA annual session will be a great opportunity to combine professional business with family fun in Orlando. Former Prime Minister of the UK, John Major, and CAPT James Lovell, Jr., Commander of Apollo 13, will kick-off the meeting with the Distinguished Speaker Series. And don't forget, Bill Cosby will be on hand to inject some dental humor at the meeting. Also, there will be an ADA-only night on Saturday at Universal Studios Theme Park. For more details, go to www.ada.org and follow the prompts.

On May 5th, ADA Executive Director Dr. James Bramson testified before the Senate Appropriations Committee to support dental and oral-related programs in the Department of Defense (DoD). Dr. Bramson educated the Committee on the history and importance of oral health matters, dating back to WWII. Were you aware that more than 400,000 of the 2,000,000 selectees did not meet the selective requirements for the draft because of dental problems? This problem was so pervasive that the National Institutes for Dental and Craniofacial Research (NIDCR) was created to fill a scientific void in the knowledge base of preventing dental problems. The DoD's 2002 Survey of Health Related Behaviors Among Military Personnel reported that 34% of active duty military required dental treatment prior to deployment. It has been demonstrated again and again that dentists

are a very important component in overall medical readiness. We are needed! But, something needs to be done to address recruiting and retention special pays and bonuses to attract new recruits and keep the fine people we already have. The ADA has recommended additional targeted funding for the Health Professions Scholarship Program (HPSP) to attract new recruits. This additional funding could also be used for loan repayment to retain current military dentists.

The ADA is also strongly recommending \$6M in funding for Army and Navy dental research activities for the Global War on Terrorism. Half of the injuries sustained in Iraq and Afghanistan were head and neck trauma, and dental disease can account for up to 75% of daily sick-call in deployed troops. Some of the best ideas for dental research have come from the field. The Air Force doesn't have a lead agent for dental research, but we still have a tremendous stake in the War on Terrorism. Send your ideas up the Chain.

Dr. Bramson specifically mentioned the military construction project for the new dental clinic at Lackland AFB in his testimony. Dr. Bramson reinforced the importance of the mission of the Flagship of Air Force Dental Education: providing the Air Force Dental Corps with post-graduate education and dental research opportunities. The ADA requested that the Defense Committee on Appropriations appropriate \$1.5M for the design phase of the Lackland construction project.

The ADA is working hard for you. Show your support by maintaining your membership and by encouraging the non-member minority to join. We're all better off when we are connected.

William Dunn, Col (sel), USAF, DC Air Force ADA Delegate

Update From Your Army Delegate

Turning Obstacles Into Opportunities

Recruiting and retaining highly qualified dental officers remain top strategic issues confronting the Army Dental Corps. America's Army must have the best-qualified dentists available with the critical skills needed to accomplish our vital mission of maintaining the health of our force. But, America is in the midst of a demographic revolution that presents unparalleled challenges

and opportunities. The future Army Dental Corps will be defined by the manner in which we engage this evolving workforce. The new workforce scenario facing dentistry is simple: there are fewer new and existing dentists available to address the dental care demands and needs of a growing and aging population. The American Dental Education Association estimates that the aggregate number of professionally active dentists begins to decline around 2014 and that, not in the too distant future, more dentists will be leaving than entering the workforce. The federal share of the total is small. Only 7.3 percent of professionally active dentists were in dental education, public health, government service, or research in 2000.

Drawing from a dwindling pool of dentists, the Army faces intense competition from other societal sectors, each with their own incentive and rewards. Individual private practice, partnership in the growing national and regional dental firms, academic careers, and research each offer exceptional financial incentives and professional rewards appealing to both the new and seasoned dentist. The federal sector continues to develop methods and incentives to meet the competition head on.

Financial Aid and Scholarships

Approximately eleven percent of dental school graduates in 2001 entered government service immediately following graduation from dental. The mean educational debt of dental students who had debt in 2000 was a whopping \$106,000. This debt was almost 12 percent larger than that incurred by medical students. Attractive government scholarship programs continue to provide an important recruiting tool.

A robust number of new dental school graduates will be recipients of the The F. Edward Herbert Armed Forces Health Professions Scholarship Program (HPSP) For Dentistry. HPSP targets those students interested in reducing their dental school debt in exchange for a defined number of years of active duty service. The HPSP is our greatest weapon to bring new talent into the Army Dental Corps. We will increase the number of scholarships offered over the next few years. Our challenge is to find students who have both the skills and a high potential to remain in service beyond their initial comittment, perhaps for a career.

Women Dentists

In a field traditionally dominated by men, women have increased their representation in health professional schools. About 14.1 percent of professionally active dentists are women as of 2001 and about 20 percent of all dentists under the age of 40 are women. Female students represented 42.6% of the 2001/02 first-year class, an increase from the percentage of female students from 17.0 percent in 1980/81.

It is no longer unusual for the number of women graduating from dental schools to equal or exceed the number of men. Yet a similar trend has not been observed in the Armed Forces. Women traditionally comprise approximately 20% of the active duty force (U.S. Census Bureau, 2003), yet women currently make up less than 14% of the Army Dental Corps dental officers. Now here's another opportunity growth area; new marketing strategies need to target this emerging segment of dentists.

Pre-Retirement Dentists

Hiring and retaining Baby Boomers who choose to continue to work well into the so-called retirement years creates an enormous skilled pool of qualified dentists and may well may become a key piece of the puzzle. We have to learn the lesson of using our very capable older workers already employed by so many civilian, business and academic institutions. The Army Dental Corps anticipates increased personnel turnovers in the future due to an aging workforce and the ability of dental officers to accept retirement upon completion of just 20 years of active federal service.

Many of these officers have the opportunity to extend past 20 years active service if they desire to work past the minimum retirement age. For all specialties or areas of concentrations (AOCs) combined, those that are retirement eligible as of 01 June 2005 are 30.6 percent. Looking ahead, those numbers could be 34.7 percent as of 01 June 2006 and 37.2 percent as of 01 June 2007. The inventory for some AOCs project retirement eligibility as high as 56-72 percent by 01 June 2007.

The Army Dental Corps faces some straightforward business decisions in meeting the evolving demographic challenges. In the words of Gus Cardenas, AARP Texas State President, "Opportunities, for those with the wisdom to seize them, abound. What's the cost of doing nothing?" Interesting times lay ahead as the Dental Corps embarks on new paths to explore opportunities.

Col. Ann Sue von Gonten US Army



US Navy Dental Corps

Greetings everyone! As I enter into my last year of representing your interests in our Association, there continues to be one aspect that I would like to emphasize . . . MEMBERSHIP. All of our members should have received a Federal Grassroots Membership Initiative resource guide. The intent is a memberget-a-member initiative to increase overall Association membership. Don't delay . . . become a part of this exciting initiative to increase our market share.

Membership dues for new graduates are \$0 for the first year... for PGY-1 and other residents; the dues are \$30 per year. What a value!! If more information is needed, please don't hesitate to contact CDR Carol Weber or me.

Your Association is preparing for an exciting annual session in Orlando. A major change this year that was initiated by our Advisory Group . . . registration for no-fee courses. This change should make it easier to plan your continuing education throughout the session. Please forward your delegates any other ideas/concerns that would make the annual session a better meeting for everyone.

This year, the ADA will host a reception for the Federal Dental Services during the annual session. There will be more information concerning the reception in the Weekly Dental Update. We look forward to seeing everyone at the reception.

This year will be my last meeting as your elected delegate. The election of our new alternate delegate will take place in Jan-Feb 05. I would encourage anyone interested in the position to attend a House of Delegate session. You are also invited to attend reference committee meetings at the annual session. This will allow you to evaluate how the House functions and also give you the opportunity to meet and discuss issues with other delegates. What a great way to meet outstanding people, get involved with a great association and help shape your profession for years to come . . . GET INVOLVED! Please watch for the announcement of the election in the WDU in Oct/Nov.

This is the time of year when many of our officers are in a PCS status. Please take the time to let the FDS Membership Office know of your change of address, phone and e-mail. This will allow each of you to continue to receive all publications without

interruption. The FDS office can be contacted via fdsmember@ada.org or 1-800-232-2083.

Since our last newsletter, my address and phone number has changed. Please note that I can be reached at philip.rinaudo@navy.mil and DSN: 882-4043 or COM: 901-874-4043.

I hope to see everyone at the annual session in Orlando. Until then, have a great summer!

Cdr. Philip Rinaudo US Navy

National Health Service Corps

Senator Maria Cantwell (D-WA) was successful in getting an amendment added to S. 1637, the Jumpstart Our Business Strength (JOBS) Act, which would make loan repayment to officers in the National Health Service Corps non-taxable. ADA staff has met with key members in the House to see if a similar provision can be inserted into the House companion bill.

Other Issues of Importance

The ADA continues to aggressively lobby members of Congress about the Higher Education Act Reauthorization, particularly the section regarding student loan consolidation. We have urged that Congress include debt relief proposals to:

- Repeal the "Single-Holder" rule. This would allow loan consolidation with any lender on the market, not just the borrower's current lender. Such action would broaden consumer choice and improve market competition, while aiding in the affordability of the overall cost of higher education. We support H.R. 942/S. 835, the "Consolidation Student Loans Flexibility Act of 2003," that would eliminate the "Single-Holder" rule in the federal loan consolidation program.
- Allow refinancing of consolidated loans at lower interest rates. Currently, once student loans are consolidated, the borrower is not allowed to refinance—even if the student loan rates drop.
- Permit fixed-rates for consolidated loans. This would allow borrowers to avoid escalating interest rates and uncertainty in payments.

The U.S. Public Health Service

I have started my two-year term as your delegate to the ADA and it's an honor to represent you, the dental officers of the USPHS. Since this is my first Federal Dental News column, thought I'd begin with some information on my background. I am a board certified Oral and Maxillofacial Surgeon and currently serve as the IHS National Consultant in Oral and Maxillofacial Surgery. I am stationed at the USPHS Lawton Indian Hospital in Southwest Oklahoma.

On Jan 19, 2004 I completed 27 years of continuous uniformed service, which I began as a private E-1 trainee at Fort Dix, and

"But before we can provide comprehensive dental care, we must first have enough doctors . . . "

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made my way through the Army enlisted ranks to E-6. I was commissioned as second lieutenant US Army Field Artillery in May 1982 and served on active duty as a Military Intelligence officer and then as Field Artillery in the Army National Guard. I was subsequently promoted to First Lieutenant and Captain.

I attended undergrad and dental school while in the Army National Guard.

I'm looking forward to attending the ADA Annual Session this year in Orlando. One of the topics of interest for this meeting will be ergonomics and BMP (Best Management Practices) as it relates to amalgam disposal. The USPHS and especially the IHS owe a debt of gratitude to the ADA Washington D.C. office for their assistance with the dental volunteer program that help place volunteer providers into critically short areas within the IHS. The IHS continues to have a shortage of dental providers and if unmet dental need were counted the shortage would be enormous. But before we can provide comprehensive dental care we must first have enough doctors to meet the urgent needs. The ADA is our best ally in obtaining the resources necessary to recruit and retain dental providers. Their leadership in the area of special pays, accession bonuses and loan repayment funding has made a big difference in obtaining new providers for the service. I also want to thank CAPT Lozon for his leadership in modernizing the IHS dental recruitment process.

The ADA has a stated goal of achieving a membership of 75% of all licensed dentists in the United States by 2005. I urge you to continue your membership and to promote the ADA to your fellow non-members. The ADA Federal Grassroots Membership Initiative is a great way to get involved in helping to recruit non-members. I believe that the USPHS should have a 100% membership goal given all the ADA has done for us. I will see you at the meeting in October. If you have any questions about the ADA please contact me anytime.

Capt. Paul S. Wood Paul.Wood@mail.ihs.gov

Veterans Affairs Legislation

Rep. Rob Simmons (R-CT), chairman of the House Veterans Affairs Health subcommittee, has inserted a provision in HR 4231, the Department of Veterans Affairs Nurse Recruitment and Retention Act of 2004, which would clarify the definition of "dental technologists" to mean technologists, dental hygienists, and dental assistants. This provision will prove to be beneficial for hiring purposes in the VA system.

The Department of Veterans Affairs Health Care Personnel Enhancement Act of 2003 (S.2484) has been introduced by Senator Arlen Specter, Chairman of the Senate Veterans Affairs Committee, to simplify and improve pay provisions for physicians and dentists. The bill was introduced at the request of the Department of Veterans Affairs and will most likely be altered before it comes before the Senate committee. ADA staff has met with both House and Senate committee staff to discuss the relevant provisions to dentistry in that legislation.







American Dental Association www.ada.org

Department of Membership

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